STATE OF UTAH

Division of Housing and Community Development

2004-2005
JOINT ETHNIC WORK PLAN
FOR THE
STATE OF UTAH OFFICES
OF ASIAN, BLACK,
HISPANIC, AND
PACIFIC ISLANDER AFFAIRS





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Division Director's Message

I am pleased to present the 2004-2005 Joint Ethnic Work Plan for Utah's four offices of ethnic affairs-- Asian, Black, Hispanic, and Pacific Islander Affairs. This year the Ethnic Offices obtained direct input from their respective communities by sponsoring a Joint Advisory Council Retreat. Advisory Council Members spent an entire day discussing issues and barriers. These community leaders also identified a new area of focus – Community Development. The Joint Advisory Councils' contributions are reflected in this current Work Plan.

As illustrated during the retreat, the Ethnic Advisory Councils provide essential feedback to the Ethnic Directors. The Ethnic Offices present the recommendations from the Councils to state agencies indicating how they can be more responsive to the needs of ethnic citizens.

The offices and councils are also involved with the Governor's Initiative on Families Today (GIFT) and the Governor's Literacy Commission. The Ethnic Offices and GIFT organize conferences to recognize ethnic students, their families and communities for their efforts to encourage literacy and foster a climate that nurtures and enhances healthy, positive, and caring interaction and an environment that helps the student achieve scholastically. Each Office has actively promoted and supported the Governor's "Read With a Child" program.

I would like to congratulate Edith Mitko, Asian Affairs; Bonnie Dew, Black Affairs; Tony Yapias, Hispanic Affairs; Bill Afeaki, Pacific Islanders Affairs; and respective staff members for their outstanding dedication and cooperative efforts in advocating for the needs of their diverse ethnic communities.

Sincerely,

Gordon D. Walker Director Division of Housing and Community Development



Introduction

The State of Utah Offices of Asian, Black, Hispanic and Pacific Islander Affairs are mandated by Executive Order to ensure that state government is responsive to the needs of the ethnic communities. Over the years, the offices found it essential to develop a Joint Ethnic Work Plan in order to focus on primary issues that impact the ethnic communities within our state. This is the Ethnic Offices' 8th Annual Joint Ethnic Work Plan.

On June 26, 2004 the First Joint Ethnic Advisory Councils met for a daylong retreat that was most helpful in the development of the 2004-2005 Joint Ethnic Work Plan. We were pleased to have the Council members indicate work plan priorities and identify a new objective that we have entitled "Community Development."

In the past, the Ethnic Directors presented their Joint Ethnic Work Plan to the Governor but it was not formally presented to the Executive Directors who are directly responsible for each of the state departments. This year we strongly feel this is a very critical step that must be a priority in our implementation process. Therefore we will first seek the support of the executive directors of state departments, then we will present the Joint Ethnic Work Plan to the divisions that are directly involved with our identified issues. We will work diligently to obtain and establish an accurate database in the five objective areas: 1) Business & Economic Development, 2) Community Development, 3) Education, 4) Health & Human Services, and 5) Legal & Justice System. This is essential in measuring progress toward the achievement of equity for our ethnic communities.

Edie Mitko, Director, Asian Affairs	Bonnie Dew, Director, Black Affairs	
Tony Yapias, Director, Hispanic Affairs	Bill Afeaki, Director, Pacific Islander Affairs	



Michael O. Leavitt *Governor*Executive Order

CREATING THE STATE OF UTAH OFFICES OF ASIAN, BLACK, HISPANIC, AND POLYNESIAN AFFAIRS

Whereas, Utah state government should be responsive to all citizens of the State of Utah; and

Whereas, close communication between citizens and the Governor is necessary to maintain a responsive government; and

Whereas, it is in the best interest of the State of Utah and its citizens for state government to advocate and promote cooperation and understanding between government agencies and ethnic citizens:

Row, Therefore, I, Michael O. Leavitt, Governor of the State of Utah, by virtue of the authority vested in me by the Constitution and laws of the State of Utah, do hereby order as follows:

- 1. There is created the State of Utah Offices of Asian, Black, Hispanic, and Polynesian Affairs. The Governor shall appoint a director for each office who shall serve at the pleasure of the Governor.
- 2. The director of each office shall conduct the following activities to determine whether state issues impacting Asian, Black, Hispanic, and Polynesian citizens are being addressed by state government:
 - Meet with the Asian, Black, Hispanic, and Polynesian Advisory Councils on a regular basis to address each council's findings and recommendations regarding state government's level of responsiveness;
 - b. Review state policy, agencies, programs, and projects to determine the impact on Asian, Black, Hispanic, and Polynesian citizens of Utah;
 - c. Inform and recommend the state agencies and other entities how they can increase or improve their level of responsiveness to ethnic citizens;
 - d. Serve as a resource for state government so it can increase or improve its level of responsiveness to ethnic citizens;
 - e. Develop a work plan that addresses identified state issues and sets monitoring strategies;
 - f. Inform Asian, Black, Hispanic, and Polynesian citizens about state government's resources; and
 - g. Report to the Governor's Office on an annual basis about state government's responsiveness to Asian, Black, Hispanic, and Polynesian citizens of Utah and other issues impacting these citizens;

- 3. The directors of each office shall coordinate resources and activities to increase the level of responsiveness of state government to all ethnic citizens.
- 4. The director of the Division of Community Development within the Department of Community and Economic Development shall supervise the directors of the State of Utah, Offices of Asian, Black, Hispanic, and Polynesian Affairs.
- 5. The Department of Community and Economic Development shall provide office space and necessary administrative support to assist the director in performing his or her duties. The types and kind of support shall be determined by the executive director of the Department of Community and Economic Development.
- 6. Funding for the State of Utah, Offices of Asian, Black, Hispanic, and Polynesian Affairs shall be contingent upon appropriations from the Legislature.
- 7. This supersedes any previous Executive Orders relating to these offices.

In Testimony Thereof, I have hereunto set my hand and caused to be affixed the Great Seal of the State of Utah this 20th day of August, 1996.

Michael O. Leavitt

Governor

ATTEST:

Olene S. Walker Lieutenant Governor



Michael O. Leavitt *Governor*Executive Order

CREATING THE STATE OF UTAH OFFICES OF ASIAN, BLACK, HISPANIC, AND POLYNESIAN AFFAIRS ADVISORY COUNCILS

Whereas, Utah state government should be responsive to all citizens of the State of Utah; and

Whereas, close communication between these citizens and the Governor is necessary to maintain a responsive government; and

Whereas, it is important to involve citizens in assessing the responsiveness of government and to solicit citizens' recommendations on ways to improve government's responsiveness; and

Whereas, state government can better involve members of the Asian, Black, Hispanic, and Polynesian communities in assessing the responsiveness of government and further, help provide information regarding programs and services, and provide other assistance to Utah's Asian, Black, Hispanic, and Polynesian communities; and

Whereas, it is in the best interests of the State of Utah and its citizens for state government to advocate and promote cooperation and understanding between state government agencies and its citizens;

Rote Therefore, 3, Michael O. Leavitt, Governor of the State of Utah, by virtue of the Authority vested in me by the Constitution and laws of the State of Utah, do hereby order as follows:

- 1. There is created the Asian, Black, Hispanic, and Polynesian Advisory Councils
 - a. The Asian, Black, Hispanic, and Polynesian Advisory Councils shall consist of 11 to 15 members appointed by the Governor.
 - Each member of the Advisory Councils may not serve more than two consecutive four-year terms.
 - c. The Councils shall elect a chair and vice-chair of the Advisory Council for a one-year term.
 - d. The Asian, Black, Hispanic, and Polynesian Advisory Councils shall meet a least quarterly or as needed as determined by the Council chair or at the request of the Governor.
- 2. The Asian, Black, Hispanic, and Polynesian Advisory Councils will work to accomplish the following:
 - a. Gather information about the needs of the Asian, Black, Hispanic, and Polynesian citizens of Utah for which state government is responsible;
 - b. Provide a forum for Asian, Black, Hispanic, and Polynesian citizens to inform the Asian, Black, Hispanic, and Polynesian Councils about state government's response to issues;

- c. Develop recommendations as to how state government can respond to Issues impacting the Asian, Black, Hispanic, and Polynesian citizens of Utah;
- d. Review state government's response to recommendations provided by the Asian, Black, Hispanic, and Polynesian Advisory Councils;
- e. Make recommendations to the State of Utah, Offices of Asian, Black, Hispanic, and Polynesian Affairs about state government's policy, programs, and projects and their impact on Asian, Black, Hispanic, and Polynesian citizens;
- f. Provide a list of Asian, Black, Hispanic, and Polynesian citizens who can serve on advisory boards, commissions, and other positions in state government;
- Goordinate activities among the advisory councils to address common issues impacting ethnic citizens; and
- h. Report findings to the Governor's Office.
- 3. This supersedes all previous Executive Orders relating to this Council.

ปีก Testimony Thereof, I have hereunto set my hand and caused to be affixed the Great Seal of the State of Utah this 20th day of August, 1996.

Michael O. Leavitt

Governor

ATTEST:

Olene S. Walker Lieutenant Governor



Michael O. Leavitt Sovernor Executive Order

Changing the Name of the State of Utah Office Polynesian Affairs and of the Polynesian Advisory Council to the State Office Pacific Islander Affairs and the Pacific Islander Advisory Council.

Whereas, the State of Utah Office of Polynesian Affairs was created within the Department of Community and Economic Development by an executive order dated August 20, 1996;

Whereas, the Polynesian Advisory Council was created by a separate executive order of the dame date; and

Whereas, it is now desirable to change the name of both of these bodies to identify more appropriately the communities and individuals served by the office and the council;

Rote Therefore, 3, Michael O. Leavitt, Governor of the State of Utah, by virtue of the Authority vested in me by the Constitution and laws of the State of Utah, do hereby order as follows:

- 1. The State of Utah Office of Polynesian Affairs shall henceforth be known as the State Office of Pacific Islander Affairs.
- 2. The Polynesian Advisory Council shall henceforth be known as the Pacific Islander Advisory Council.
- This executive order does not alter the organization, function, authority, responsibility, or purpose of the office or the council, as currently set forth in the executive orders creating those bodies dated August 20, 1996, Those orders remain in effect in all respects except for the name change.

In Witness Whereof, I have hereunto set my hand and caused to be affixed the Great Seal of the State of Utah. Done at the State Capitol in Salt Lake City, Utah, this 16th Day of December, 1999.

Michael O. Leavitt

Governor

ATTEST:

Olene S. Walker Lieutenant Governor



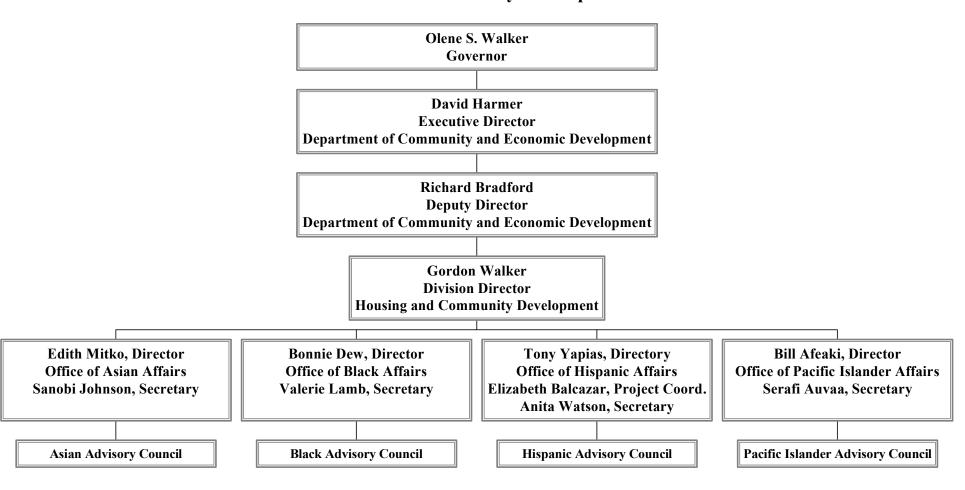
History

HISTORY	1995 LEGISLATIVE STUDY	1996 ETHNIC TASK FORCE	NEW EXECUTIVE ORDERS AND 1997-1998 JOINT ETHNIC WORK PLAN	JOINT ETHNIC WORK PLAN 1998-2005
The Ethnic Offices and Advisory Councils were created by Executive Orders. Initially, the appointees served as ombudsmen between ethnic citizens and state government. These positions evolved into directors addressing policymaking issues. Creation of the Ethnic Offices: 1972 - Office of Black Affairs and the Black Advisory Council 1973 - Office of Hispanic Affairs and the Hispanic Advisory Council 1980 - Office of Asian Affairs and Asian Advisory Council 1988 - Polynesian Advisory Council under the Office of Asian Affairs 1994 - Office of Polynesian Affairs 1998 - Partnership with Division of Indian Affairs. 2000 - Office of Polynesian Affairs became the Office of Pacific Islander Affairs. 2001 - Partnership with the Martin Luther King, Jr. Human Rights Commission. 2001 - Transfer Ethnic Offices to Division of Community Development	1. The 1995 Legislative Appropriations Committee allocated \$25,000 to study the purpose of the Ethnic Offices and the Ethnic Councils. 2. Bonneville Research conducted the study and identified the following issues: * The 1994 Executive Order should be rewritten * Constituents * Establish Subcommittees * Ethnic Offices should remain as part of the Division of Business and Economic Development * Clarification of the roles and responsibilities of the Offices of Ethnic Affairs and the Advisory Councils.	 The 1996 Legislative Appropriations Committee proposed that an Ethnic Task Force be created. The Ethnic Task Force met for several months to address issues identified during the 1996 Legislature. The Task Force was composed of legislators, community leaders and state administrators. Vision Mission Reporting Structure Accounting Process for Communicating with the Governor Executive Order/Clarification Policy-internal and external Customers Services and Programs State Agencies, Governor's Office, Information/Referral, and Community Relations Statement of Work Deliverables Training Physical Location of the Ethnic Affairs Office Funding and Staffing 	1. After reviewing the 1996 Ethnic Task Force recommendations, the Governor's Office rewrote and issued two Executive Orders to outline the work of the offices and councils. 2. The Ethnic Offices and the Advisory Council convened a number of community meetings to identify issues of concern from the ethnic citizens of Utah. * Access to Public Services * Advisory Councils * Criminal Justice System (Adults) * Criminal Justice System (Juveniles) * Discrimination * Diversity Training * Economic Opportunities * Education * Health * Welfare Reform These issues were formalized and printed as the first Joint Ethnic Work Plan (1997-1998).	The Ethnic Offices developed a more in depth focus on the following objectives: * Criminal Justice * Economic Opportunities * Education * Health and the Governor Initiative on Families Today (G.I.F.T.) 1999-2004 Joint Ethnic Work Plan In consultation with the Advisory Councils and the ethnic populations of Utah it was felt that the Ethnic Offices would continue with the same objectives. A database reflecting ethnic populations was being gathered in the four areas of education, health, criminal justice and economic opportunity with an emphasis on: * Resource for Government and Citizens * 2002 Salt Lake Olympic Legacy * Education in 2000 * Encouraging ethnic participation in the Salt Lake Olympic experience in 2001 * The Governor's 1000-Day Economic Plan in 2002. 2004-2005 Following a summit with all the Ethnic Advisory Councils, the following objectives became the focuses: Business & Economic Development, Community Development, Education, Health & Human Services, and The Legal & Justice System.



Organizational Chart

State of Utah Department of Housing and Community and Economic Development Division of Community Development





Teamwork Strategy

The directors shall implement the teamwork strategy concept that has been used previously. The directors are teamed in pairs to ensure that optimum time is spent working on the assigned objectives. The two-person teams are responsible for meeting all their objectives' deliverables within the timeline laid out in the Work Plan.

We have added Community Development as an additional objective. Each Director will be responsible for this objective in their responsive communities and population.

TEAM WORK FOR THE 2004-2005 JOINT THENIC WORK PLAN		
OBJECTIVE	TEAMS	S
BUSINESS & ECONOMIC DEVELOPMENT	Bonnie Dew	Edie Mitko
COMMUNITY DEVELOPMENT	Each Director	
EDUCATION	Edie Mitko	Tony Yapias
HEALTH & HUMAN SERVICES	Bill Afeaki	Bonnie Dew
LEGAL & JUSTICE SYSTEM	Tony Yapias	Bill Afeaki



OBJECTIVE # 1: BUSINESS AND ECONOMIC DEVELOPMENT

To improve personal finance competency and knowledge of employment rights, and increase access and participation in business and economic development programs within the ethnic communities.

Systems Strategy	Community Strategy
Collaborate with and provide input to agencies within the business and economic development systems regarding inequities of access, resources, and information for ethnic communities.	Facilitate increased knowledge and understanding within the ethnic communities of personal finance, employment rights, and business and economic opportunities, through the dissemination of information and educational programs.
 Collaborate with federal, state and local business and economic development programs to gather data and promote more ethnic participation and ownership; Collaborate with Department of Workforce Services (DWS) in fostering cultural integration in the workplace by participating in the Cultural Integration Advisory Committee (CIAC) and collaborating in the organization of the annual Employer's Conference; Review DWS practices and cultural sensitivity in determining eligibility of services and benefits to the ethnic communities; Review the Utah Anti-discrimination and Labor Division's (UALD) Annual Report in order to extrapolate data. Participate in the UALD Advisory Council to address wage and labor, fair housing, and 	 Facilitate at least four ethnic community symposiums and disseminate information through newsletters, websites etc. on the following: Financial planning and literacy Personal finance resources Fair and predatory lending practices Employment and housing discrimination Equal employment opportunity Job search strategies and skills Professional development Understanding of rights (legal, job discrimination) Facilitate at least four ethnic business symposiums and one ethnic
 employment discrimination; Assist the Small Business Administration (SBA) in the organization and sponsorship of Minority Enterprise Development Week; Organize an ethnic business and economic summit collaborating with the Department of Community and Economic Development (DCED), Small Business Administration (SBA), the Chambers of Commerce and other entities; Collaborate with the Department of Commerce in assessing cultural sensitivity and competency in the professional licensing process. 	summit to promote business and economic development. Business plan/starting a business Professional licensing Federal, state and local financial resources and programs SBA loans and programs Business mentoring Women and minority business resources Collaborate with Small Business Administration (SBA) to identify and recognize successful ethnic business owners; Foster mentoring and networking opportunities for ethnic businesses.

Outcomes

- Increased ethnic-owned businesses;
- Increased knowledge of and access to financial programs and resources;
- Improved services provided by the UALD;
- Increased worker safety and job security;
- Gain media coverage regarding ethnic business and economic development issues.



	Systems Strategy	Community Strategy
state departments and agencies and membership on boards and commissions; Recommend ethnic citizens who can serve on state and local advisory boards, commissions and other positions; Develop strategies with the executive directors and heads of state departments and agencies to demonstrate the value of involving ethnic citizens; Serve as a resource for government and other entities to increase and/or improve their level of responsiveness to ethnic communities; Review, develop and make recommendations to government and other entities about policies, programs and projects and their impact on ethnic communities. Review, develop and make recommendations to government and other entities about policies, programs and projects and their impact on ethnic communities. Review, develop and make recommendations to government and other entities about policies, programs and projects and their impact on ethnic communities. Review, develop and make recommendations to government and other entities about policies, programs and projects and their impact on ethnic communities. Review, develop and make recommendations to government and other entities about policies, programs and projects and their impact on ethnic communities. Review, develop and make recommendations to government and other impact on ethnic communities. Review, develop and make recommendations to government and other impact on ethnic communities. Review, develop and make recommendations to government and other impact on ethnic communities. Review, develop and make recommendations to government and other impact on ethnic communities. Review, develop and make recommendations to government and other impact on ethnic communities. Review, develop and make recommendations to government and other impact on ethnic organizations. Community and Non-Profit Organizations. Community and Non-Profit Organizations or individuals who have made significant contributions to community developmen. Participate in community organizations, activities and events; Involve eth	participation in the policy making process. Tasks	ethnic communities through the dissemination of information and educational programs. Tasks
	 state departments and agencies and membership on boards and commissions; Recommend ethnic citizens who can serve on state and local advisory boards, commissions and other positions; Develop strategies with the executive directors and heads of state departments and agencies to demonstrate the value of involving ethnic citizens; Serve as a resource for government and other entities to increase and/or improve their level of responsiveness to ethnic communities; Review, develop and make recommendations to government and other entities about policies, programs and projects and their impact on 	information through newsletters, websites, etc. to the ethnic communities about: O Political System and Process O Civic Rights and Responsibilities O Civility and Inclusiveness O Current Issues Affecting the Ethnic Communities O Voter Registration O Leadership Training O Running for Elected Office O Boards and Commissions O Community and Non-Profit Organizations O Community Resources O Funding and Grant Writing O Coalition Building Recognize at least four ethnic organizations or individuals who have made significant contributions to community development; Participate in community organizations, activities and events; Involve ethnic communities in GIFT conferences and other

- Increased ethnic representation on staff, boards and commissions; Increased knowledge and ethnic participation in the political process;
- Increased governmental awareness of issues impacting ethnic communities;
- Increased knowledge of civic rights and responsibilities;
- Increased collaboration and coalition building among ethnic communities; Gain media coverage regarding ethnic community development issues.



To improve educational achievement and equity in the ethnic communities Systems Strategy	Community Strategy
Collaborate with the Utah State Office of Education (USOE) to assess and address the administrative practices of the Utah School Districts and monitor the implementation of statutes and recommendations made by the U.S. Office of Civil Rights (USOCR). Assess and address PreK-12, higher education and adult education issues and inequities within the ethnic communities. Tasks	Facilitate increased awareness and understanding within the ethnic communities of the educational systems, through the dissemination of educational information, programs and opportunities. Tasks
 Review the recommendations of the USOCR Report on school districts and collaborate with USOE in monitoring the implementation and compliance; Encourage USOE and school districts in the development of culturally competent and accurate curriculum content. Encourage school districts to develop greater cultural competency and sensitivity to learning styles among administrators, teachers and staff; Collaborate with school districts to develop strategies for increasing ethnic parental involvement; Attend at least two (2) State Board of Education meetings and present findings and concerns from the ethnic offices through the Coalition of Minorities Advisory Council (CMAC); Meet at least twice with the Governor's Office and present findings and concerns regarding education from the ethnic communities; Develop a partnership with Salt Lake, Jordan, Granite, and Davis School Districts (and other school districts with high concentration of ethnic students) and meet at least twice with superintendents to address the following: ACT, SAT, UBSCT, UPASS, and Advance Placement data Ethnic graduation/drop-out rates Proficiency of English Learners and high-risk students Disaggregated ethnic data; Obtain district policies on bullying, zero tolerance and data on suspensions and disciplinary actions Develop strategies for increasing enrollment and graduation rates, and decreasing drop-out rates in higher education for ethnic students; 	 Facilitate at least four community symposiums and disseminate information through newsletters, websites, etc. in order to educate the ethnic communities about: The educational system and resources Parental and community involvement Special needs of refugee and immigrant populations Preparation for higher education Financial aid (scholarships and grants) Recognize at least four facilitators of ethnic student's success in education; Recognize ethnic students in the Governor's Initiative for Families Today (GIFT) and the Young Achievers program (academic and cultural achievement, sports, and leadership); Promote literacy among ethnic communities.

2004-2005 Joint Ethnic Work Plan





OBJECTIVE #3: EDUCATION To improve educational achievement and equity in the ethnic communities		
Systems Strategy	Community Strategy	
 Recognize best practices among school districts and schools that promote literacy; Partner with the Commissioner of Higher Education's Office to address the Board of Regent's diversity goals; Collaborate with public and higher education systems to increase the number of ethnic students completing teacher education and certification programs; Collaborate with USOE and districts to increase the hiring of ethnic administrators, teachers and staff. Attend at least six (CMAC) meetings to maintain communication between CMAC and the ethnic offices. Review effect of CMAC's recommendations to the districts on suspensions and disciplinary actions; Attend four meetings of the Utah Coalition for the Advancement of Minorities in Higher Education (UCAMHE). 		
	Outcomes	

- Increased compliance with USOCR's recommendations;
- Improved cultural competence and teaching styles among administrators, teachers and staff;
- Increased parental involvement in the education of ethnic students;
- Heightened awareness of USOE and the school districts regarding the needs of ethnic students;
- Improved test scores and increase number of ethnic high school graduates;
- Increased awareness of higher educational opportunities and graduation rates within ethnic communities;
- Increased the hiring of ethnic administrators, teachers and staff;
- Gain media coverage regarding educational issues within ethnic communities.

2004-2005 Joint Ethnic Work Plan

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OBJECTIVE #4: HEALTH AND HUMAN SERVICES To increase health and human services education, awareness, and access within t	he ethnic communities
Systems Strategy	Community Strategy
Collaborate with the Department of Health (DOH) and the Department of Human Services (DHS) to ensure ethnic health and human services issues are addressed. Tasks	Facilitate within the ethnic communities' increased awareness of and access to the health and human services system, through the dissemination of information and educational programs. Tasks
 Participate with the Ethnic Health Advisory Committee (EHAC) and Medical Care Advisory Council (MCAC) and the State Multicultural Health Center to assess health care access, disparities and services within the ethnic communities; Cooperate with the U.S. Office of Minority Heath and the Utah Department of Health in monitoring the standards of the Culturally and Linguistically Appropriate Services (CLAS) in health care; Participate in the Aging and Adult Services Advisory Committee to assess ethnic participation; Participate in the Utah Substance Abuse and Anti-Violence Coordinating Council (USAAV), the Utah Prevention Advisory Council (UPAC), Mental Health and the Domestic Violence Advisory Committee (DVAC) to provide input for the ethnic communities; Recognize four health and human services agencies for their efforts in working with the ethnic communities; Review practices and compliance of hospitals and health care providers with regards to Title VI of the Civil Rights Acts of 1964; Obtain data and encourage greater minority representation within the health care workforce; Cooperate with the Division of Youth Corrections and Juvenile Courts in gathering data and reviewing disproportionate sentencing and minority confinement; Collaborate with the Division of Child and Family Services in addressing ethnic community needs regarding foster care, child abuse and neglect and domestic violence. 	Facilitate at least four health forums and utilize newsletters and websites etc. to educate and provide resources to the ethnic communities in the following areas: Cancer, Diabetes, Cardio-Vascular Disease HIV/AIDS Prenatal Care Health Insurance (Children Health Insurance Program (CHIP), Primary Care Network (PCN), Covered at Work Health Ut of the Civil Rights Act of 1964, LEP Medicare and Medicaid Healthy Utah 2010 CLAS Standards Facilitate at least four human services forums and utilize newsletters and websites etc. to educate and provide resources to the ethnic communities in the following areas: Foster Care Child and Family Services Child Abuse and Neglect Aging and Adult Services Substance Abuse and Mental Health Domestic Violence Disability Youth Disproportionate Sentencing and Confinement

Outcomes

- Improved healthcare and human services access for ethnic families;
- Increased knowledge of CLAS standards within the ethnic communities;
- Increased awareness of ethnic health and human services needs;
- Increased awareness and enrollment of ethnic citizens in health insurance;
- Increased cultural competence among healthcare and human services providers;
- Improved overall health of ethnic citizens;
- Gain media coverage regarding ethnic health and human services issues.



Collaborate with and provide input to agencies within the legal and justice system regarding inequities of access, resources, and confinement within the ethnic communities. Facilitate increased knowledge and understanding of the legal and justice system within the ethnic communities, through the dissemination of information and educational programs. Tasks Collaborate with legal & justice agencies in gathering and analyzing data in the justice system, i.e. disproportionate confinement and recidivism; Monitor the continued implementation of Utah Multi-Agency Cultural Competency Curriculum (UMACCC) in the training of legal and justice system within the ethnic communities, through the dissemination of information and educational programs. Tasks To educate ethnic communities about legal processes and accessing services. Facilitate at least four symposiums and disseminate information through newsletters, websites etc.; Develop and disseminate a resource directory of attorneys and agencies that specialize in: criminal, immigration, employment, family and civil law;	OBJECTIVE #5: LEGAL AND JUSTICE SYSTEM To address inequities in the legal and justice system within the other communities		
system regarding inequities of access, resources, and confinement within the ethnic communities. Tasks Collaborate with legal & justice agencies in gathering and analyzing data in the justice system, i.e. disproportionate confinement and recidivism; Monitor the continued implementation of Utah Multi-Agency Cultural Competency Curriculum (UMACCC) in the training of legal and justice employees statewide; Develop partnerships with federal, state and local law enforcement agencies to address issues of recruitment & promotion of ethnic minorities racial profiling, and hate crimes; Collaborate with and provide input to the Commission on Racial and Ethnic Fairness; Review the use and quality of interpreting services (juvenile, adult, probation and parole); Assess the current Security Threat Group's (STG) policies and procedures, and their impact on the ethnic inmates in the adult correctional facilities;	To address inequities in the legal and justice system within the ethnic communities Systems Strategy Community Strategy		
 Collaborate with legal & justice agencies in gathering and analyzing data in the justice system, i.e. disproportionate confinement and recidivism; Monitor the continued implementation of Utah Multi-Agency Cultural Competency Curriculum (UMACCC) in the training of legal and justice employees statewide; Develop partnerships with federal, state and local law enforcement agencies to address issues of recruitment & promotion of ethnic minorities racial profiling, and hate crimes; Collaborate with and provide input to the Commission on Racial and Ethnic Fairness; Review the use and quality of interpreting services (juvenile, adult, probation and parole); Assess the current Security Threat Group's (STG) policies and procedures, and their impact on the ethnic inmates in the adult correctional facilities; To educate ethnic communities about legal processes and accessing services. Facilitate at least four symposiums and disseminate information through newsletters, websites etc.; Develop and disseminate a resource directory of attorneys and agencies that specialize in: criminal, immigration, employment, family and civil law; Assist the Commission on Racial & Ethnic Fairness in convening at least four public forums to gather input from the ethnic communities and provide progress reports from the Commission; Assist ethnic communities in accessing law enforcement community programs such as (civilian review boards, ride along, citizens academy, and appointment to boards and commissions); Assist the ethnic communities and organizations in providing support services for incarcerated populations and their families. 	system regarding inequities of access, resources, and confinement within the	system within the ethnic communities, through the dissemination of	
 Recognize four law enforcement agencies and/or officers for their efforts in working with the ethnic communities; 	 Collaborate with legal & justice agencies in gathering and analyzing data in the justice system, i.e. disproportionate confinement and recidivism; Monitor the continued implementation of Utah Multi-Agency Cultural Competency Curriculum (UMACCC) in the training of legal and justice employees statewide; Develop partnerships with federal, state and local law enforcement agencies to address issues of recruitment & promotion of ethnic minorities racial profiling, and hate crimes; Collaborate with and provide input to the Commission on Racial and Ethnic Fairness; Review the use and quality of interpreting services (juvenile, adult, probation and parole); Assess the current Security Threat Group's (STG) policies and procedures, and their impact on the ethnic inmates in the adult correctional facilities; Address the availability of culturally competent resources; Recognize four law enforcement agencies and/or officers for their 	 To educate ethnic communities about legal processes and accessing services. Facilitate at least four symposiums and disseminate information through newsletters, websites etc.; Develop and disseminate a resource directory of attorneys and agencies that specialize in: criminal, immigration, employment, family and civil law; Assist the Commission on Racial & Ethnic Fairness in convening at least four public forums to gather input from the ethnic communities and provide progress reports from the Commission; Assist ethnic communities in accessing law enforcement community programs such as (civilian review boards, ride along, citizens academy, and appointment to boards and commissions); Assist the ethnic communities and organizations in providing 	

Outcomes

- Increased knowledge of legal and justice system and process;
- Improved cultural competence and interpreter services in the legal and justice system;
- Reduced number of ethnic inmates committed to Security Threat Group Units (STGs) in adult correctional units;
- Increased availability of community programs and services for ethnic juveniles and adults;
- Increased collaboration and partnerships between the ethnic communities and the legal and justice system.



Ethnic Advisory Councils

Asian Advisory Council

Kuang Lee (Chair)

Nadeem Ahmed (Co-Chair)

Mila Baldazo

Gene Fan

Term Completed 2004

John Hicks

Term Completed 2004

Sandra Kikuchi Term Completed 2004 Japanese Community
Kiyong Kim Korean Community
Inthy Kosanovong Lao Community

Maung Maung
Ngu Nguyen
Term Completed 2004
Needra Nanayakkara
Burmese Community
Vietnamese Community
Sri Lankan Community

CC Patel Asian Indian Community
Murari Pradhan Nepalese Community
Suri Suddhiphayak Thai Community

Kheng Ty Cambodian Community

Black Advisory Council

Ron Stallworth, Chair
Osman Ahmed
Jerry Bond
Joan Effiong
Karen Killinger
Shirley Leali, Ph.D.
Dean Martinez
Karleton Munn
Bobby Porter
Toni Price
Theresa Walker
Larry Williams
Safiyyah Usman

Hispanic Advisory Council

David C. Luna, Chair Luz Robles, Vice- Chair Carmelo Aviles Elena Bensor Silvia Castro- Thomas

Catalina Corwin

Daniel Gomez

Carl Hernandez Gonzalo Palza Sonia A. Parker Barbara Melendez

Jesse Soriano Gloria Norma Villar Mark Wheatley Archuleta Bernadette Wolfe

Anna Jane Arroyo

Pacific Islander Council

Ah You, Joyce Hannemann Folau, Mitzie Avei, Folafolaga Ete, Papaloa

Havili, Salesi Heimuli, Pania Hunt, Tevaseu Selena Johansson, Otto Kau, Julian M. F. Lui, Charlene Macanas, Janise

Ma`llei, Supilani Mo`Ungaafi, Veisinia K. Norman, Mark

Tonga, Celeste

Vakapuna, Uina Wesley, Hiagi M. Samoan Representative Samoan Representative Samoan Representative Resigned February 2004 Tongan Representative Hawaiian Representative Samoan Representative Tongan Representative Hawaiian Representative Hawaiian Representative Resigned December 2003 Tongan Representative Tongan Representative

Samoan Representative

Micronesian Representative Maori Representative Resigned June 2004 Tongan Representative Fijian Representative